

14 Westwood Street  
Bellevue  
Tauranga

8 March 2020

Marty Grenfell  
c/o Tauranga City Council  
Willow Street  
Tauranga

Good morning Marty

As you are aware there was an incident during a briefing meeting on Thursday 6 March about 1.40pm where the Mayor let rip first at Dawn and Myself and then further (and worse) at me directly. Normally this would not be a dramatic issue but in this instance a large body of staff were present including EMs (except Cr. Morris and Cr. Grainger) and all executive staff (except Gareth Wallis). There were also several support staff present. In total perhaps 25 people were present.

In this instance it appears that most present were absolutely shocked at this outburst. For the purposes of this code of conduct breach the phrases in question are as below (paraphrased):

*"Crs. Dawn and Andrew need to stop posting the shit they have over the past couple of weeks"*

Followed by

*"...I will never drink with a fucking climate denying racist."*

Obviously, this is inappropriate and needs to be addressed. I suggest that any staff seeing or hearing of this may well feel intimidated and if I were a female EM I may well feel uncomfortable in personal interactions with our Mayor.

The code of conduct states that we must attempt to reconcile the event before any further action is taken. Our training day on Friday had more than ample potential to resolve this issue. However, it was obviously not handled at all despite several people politely asking for it to be so.

Further, there an assertion made by our mayor that it was his intent to deliberately have the outburst. This statement is perhaps one of the most bizarre ways of attempting to remedy a situation I have ever experienced and made me realise that there is no remorse regarding the initial outburst at all.

Tenby and I spent 90min in closed conference with a mediator to try and resolve things. Nothing was resolved. He again spent many minutes calling me racist with no understanding of the truth of that statement.

This type of bullying outburst has no place in politics, and therefore I feel that it breached our code of conduct. Specifically, the following points were likely breached, from Page 6 of the Code of Conduct 1, 2, 3, 4, 5, and 7 and possibly under EM relationships and bullet point 3 of staff relationships.

Nor would I expect a total lack of personal responsibility for the incident the following day.

Anyway, in short, I believe that following through with a breach in the code of conduct is what is needed in this instance and appreciate your guidance to get through this with as little disruption as possible.

Regards

Andrew Hollis  
Councillor  
Tauranga City Council